



PROSPECT & EQUALITY MONITORING

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Equality & Research Officer



What is Prospect?

The trade union for professionals

Who are our members?

Where?

What do we do?



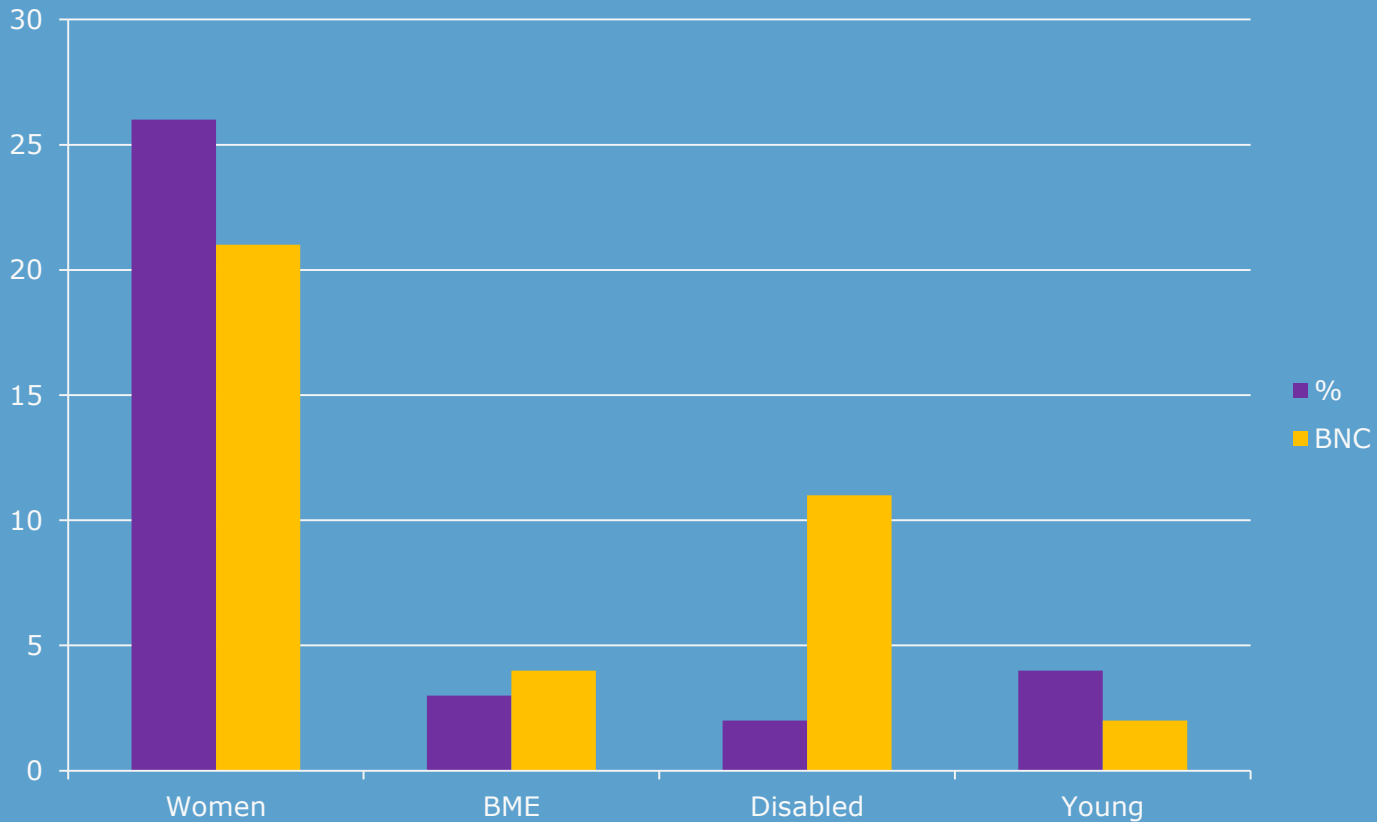
And...

Promote equal opportunities

- In the union
- At work
- In general



Prospect membership

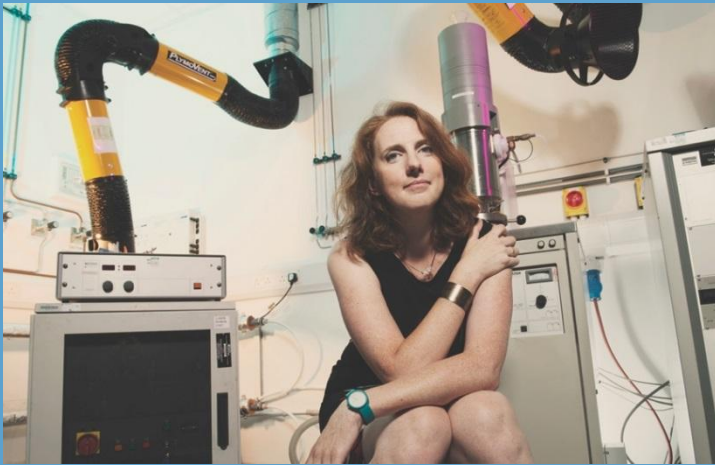




Prospect's equality priorities

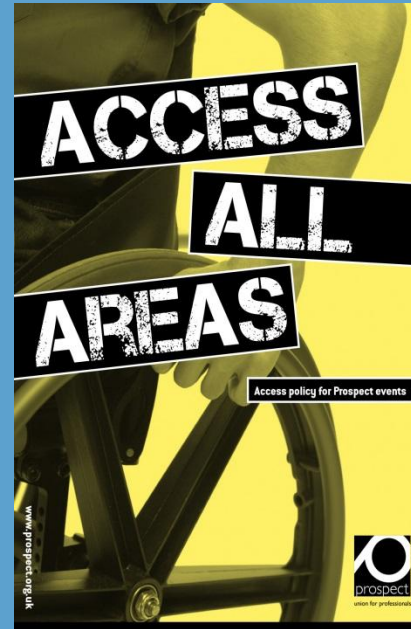
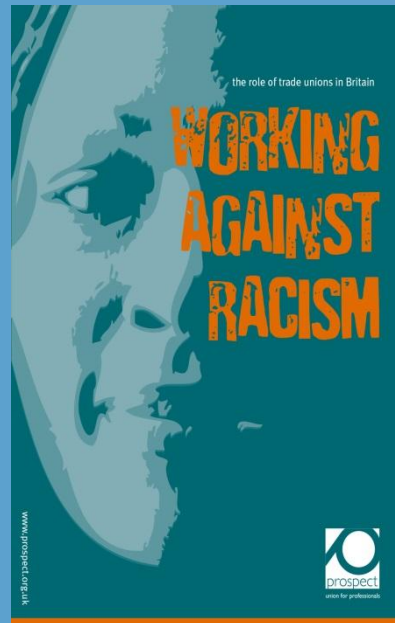
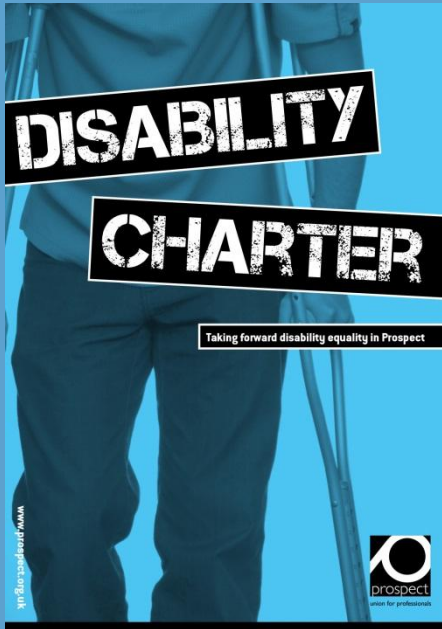
- Professional Women
- Equal Pay
- Disability Equality
- Race Equality
- Young Professionals
- Equality Reps

Professional Women



Equal Pay







Equality in Prospect

PROSPECT IS COMMITTED to equal opportunities for all our members irrespective of race, ethnic origin, gender, disability, sexual orientation and gender identity, age and religion/belief. Part of this commitment is to ensure that all our members are treated with fairness, dignity and respect in the workplace, in the union and in wider society.

Our aim is to ensure that equality of opportunity is part of the bargaining agenda in all workplaces, so that members have the opportunity to develop and succeed in their working lives, while successfully balancing home and work. To this end, we will work with employers to introduce best practice in workplaces to deliver equality of opportunity. We will also provide advice and support to members who feel they may have suffered discrimination in the workplace.

We encourage all branches to have at least one representative specialising in equalities issues to work within the workplace and union structures. They will receive appropriate guidance and equality briefings to keep them up to date on key developments in all equality areas.

Prospect also facilitates a number of networks designed to maintain contact between the union and groups of members with a common interest:

- Disability
- Lesbian, gay, bisexual and trans
- Race equality
- Womanet
- Women in science and engineering (Wisenet)
- Homeworkers
- Young professionals

www.prospect.org.uk



We campaign FOR equality in all areas of life and AGAINST discrimination

Equality calendar 2014



Celebrate equality and diversity in your workplace by organising events, activities or discussions.

JANUARY		JULY	
1	New Year's Day	12	Asala - Dharma Day, Buddhist
27	Holocaust Memorial Day	28-31	Eid ul-Fitr, Muslim
31	Yuan Tan, Chinese New Year	tbc	Belfast Pride
FEBRUARY		AUGUST	
LGBT History Month		tbc	Brighton Pride
2	Imbolc, Pagan	tbc	UK Black Pride
19	Int day against homophobia in football	17	Shri Krishna Janmaashtami, Hindu
28	Work Your Proper Hours Day	22-25	Manchester Pride
MARCH		23	International Slavery Remembrance Day
5	Ash Wednesday, Christian	SEPTEMBER	
8	International Women's Day	21	International Day of Peace
12-14	TUC Women's Conference	22-26	National Work-Life Week
17	Holi, Hindu	23	Autumn Equinox, Pagan
20	Spring Equinox, Pagan	23	Bi Visibility Day
21	Int Day for the Elimination of Racial Discrimination	25-26	Rosh Hashanah (New Year), Jewish
21	Naw-Ruz, Baha'i	OCTOBER	
APRIL		Black History Month • Breast Cancer Awareness Month	
11-13	TUC Black Workers' Conference	4	Dussehra, Hindu
13	Vaisakhi, Sikh	4	Eid ul-Adha, Muslim
15-23	Pesach (Passover), Jewish	4	Yom Kippur, Jewish
18	Good Friday, Christian	9-17	Sukkot, Jewish
20	Easter Day, Christian	10	World Mental Health Day
28	International Worker's Memorial Day	14	International Day of the Girl
MAY		15	Al Hijrah (New Year), Muslim
1	May Day & International Labour Day	23-27	Diwali, Hindu, Sikh
17	IDAHO, International Day Against Homophobia	NOVEMBER	
14	Buddha Day	6	Birthday of Guru Nanak, Sikh
28-29	TUC Disability Conference	20	Trans Memorial Day
29	Ascension, Christian	25	International Day for the Elimination of Violence Towards Women
29	Ascension of Baha'u'llah, Baha'i	tbc	Equal Pay Day
JUNE		DECEMBER	
Everyman Male Cancer Awareness Month		Disability History Month	
4-5	Shavuot, Jewish	1	World AIDS Day
9-15	Carer's Week	3	International Day for Disabled People
21	Midsummer, Pagan	17-25	Chanukah, Jewish
26-27	TUC LGBT Conference	21	Yule, Pagan
28	Pride London	25	Christmas Day, Christian
28	Ramadan begins, Muslim	26	St Stephen's Day, Christian

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